



February 17, 2003

Mr. Terry Gulliver
Director of Laboratory Medicine Program
Health Care Corporation of St. John's

Dear Mr. Gulliver:

I am writing this letter with apprehension concern, to discuss the treatment of oneself during two interactions with Dr. Donald Cook. Mr. Gulliver being my superior and next line of communication, it is necessary for you to be informed in writing.

The first interaction occurred on Wednesday, February 12, 2003 when I approached Dr. Cook's secretary, Judy Thomas to arrange a meeting with Dr. Cook that afternoon to brief him on changes I plan to make to Anatomical Pathology. I discussed the Corporate-wide recall, we would use two laboratory assistants from the HSC and one laboratory technician from St. Clares as well as the transfer of a technologist II from St. Clares to HSC for training with an eventual lateral transfer to an upcoming vacant technologist II position. Without getting into the details (I can provide documentation upon request) the debate was slightly uneasy, one phrase I found quite unsettling was, and I quote **"HEADS ARE GOING TO ROLL OVER THIS IF THINGS DO NOT WORK OUT"**. I interpreted this as a threat to my position as Manager of Anatomical Pathology. Immediately after the meeting, I verbally informed you Mr. Gulliver.

The second interaction occurred on Friday, February 14, 2003. I was having a staff meeting with the St. Clares Pathology Department in the Laboratory to inform them of changes pertaining to the Corporate-wide recall and the training and eventual lateral transfer of the technologist II position when Dr. Cook entered. I was sitting at the back of laboratory and He stopped at the front. He pointed his forefinger directly at me and said, I quote **"YOU"**, he then pointed to the door and said, I quote **"I WANT TO SEE YOU RIGHT NOW"**. I responded sure Don, and he stormed out of the lab (I can provide witnesses upon request). We proceeded to my office where another heated debate occurred. Immediately after the debate, I verbally informed you. This conduct exhibited towards me was very degrading, disrespectful and humiliating. All of the staff I manage were in the laboratory at the time and other staff from another department.

General Hospital

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Please investigate as per the Harassment in the Workplace Policy, I have worked in HealthCare for seventeen years and have always presented myself in a professional manner in all types of situations and I have never been threatened or humiliated. Further to the point, for any upcoming discussions concerning the above two changes or the consolidation of Anatomical Pathology, for Dr. Don Cook to be present, I will be involved if mediation is provided. It is apparent that Dr. Cook and I have totally different visions for the Anatomical Pathology Department.

Also, I request to have a meeting with the St. Clares Pathology staff, myself and Mr. Gulliver to discuss the management of Anatomical Pathology.

Sincerely yours,

Barry Dyer
Manager of Anatomical Pathology
LIS Coordinator - Laboratory Medicine